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Minutes, College of Arts & Sciences Faculty Meeting, February 11, 1952

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Feb. 11, 1952

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FEBRUARY 7, 1952

MEMORANDUM

TO The Faculty

FROM Miss Koehler, Secretary

There will be a special meeting of the Faculty next Monday afternoon, February 11th, at 4:30 in the Morse Gallery of Art.

The agenda will include:

- 1) Consideration of the proposed revision of By-Laws.
(PLEASE BRING THE ATTACHED COPY TO THE MEETING.)
- 2) Discussion of an Air Force R. O. T. C. application.

FOR YOUR INFORMATION

ROLLINS COLLEGE
Winter Park, Florida

February 9, 1952

TO THE BOARD OF TRUSTEES:

The Interim Administration is taking every means to bring the community and the College as close together as possible. One means of doing this has been to arrange courses in which the College and the community could learn and work together. We have dropped the term "Adult Education" and introduced a new approach signified by the title of our program, "Courses for the Community." The attached is a report from Professor George Saute, Director of the Courses for the Community, which elaborates on the following:

1. Rollins College now is educating four hundred and ninety-five people of all ages in addition to approximately six hundred resident candidates for the Bachelor degree and in addition to the two hundred and seven reserve officers and men in the service we are educating at nearby military bases. In round figures, this brings the number of people now taking courses in Rollins College to the surprising total of one thousand and three hundred.
2. The Courses for the Community are giving Winter Park the character of a town that actually has become a College. Rollins College offers Courses for the Community to about one hundred and fifty children from pre-school to Junior High School age and to fifteen elderly people who are taking the course in Gerontology. The College, we believe, is making fast friends by the logical means of brightening and enriching hours.
3. The Courses for the Community brought a net profit to the College of \$2,171.00 in the fall term. Professor Saute estimates the return for the winter term will be about \$3,000.00.
4. The Interim Administration is proud and grateful for the manner in which Professor Saute has handled this program.

Hugh F. McKean
Acting President

MINUTES OF THE FACULTY FOR 1951-1952

^{eighth}
The eleventh, a special, meeting of the Rollins College Faculty was held on Monday, February 11, 1952, in the Morse Gallery of Art with the following members present: President McKean, Professor Allen, Dr. Bell, Professor Cameron, Professor Campbell, Mr. Campbell, Professor Carter, Dean Cleveland, Dr. Cobb, Dean Darrah, Miss Dorsey, Professor Evans, Dr. Fort, Dr. Freeman, Dr. Hanna, Mrs. Hansen, Mrs. Henderson, Dr. Ironside, Mr. James, Professor Jones, Miss Koehler, Mr. Kruse, Professor Magoun, Dr. Melcher, Dean Mendell, Dr. Minor, Professor Ortmayer, Professor Packham, Mr. Plumer, Miss Peterson, Dr. Russell, Professor Sauté, Professor Sharpe, Professor Shelton, Professor Shor, Dr. Siewert, Mr. Sleight, Dr. R. M. Smith, Dr. Starr, Dr. Stone, Professor Tasker, Dr. Vestal, Professor Wilde, Professor Woodruff.

In calling the meeting to order, President McKean asked Dr. R. M. Smith to present the matter of an Air Force R.O.T.C. application.

Dr. Smith cited advantages and disadvantages of applying for an A.F.R.O.T.C. unit. He read questions included in the application form which would require faculty action.

Professor Jones moved that we make application for an A.F.R.O.T.C. unit. Seconded. There followed a discussion of whether the matter should be more fully considered before it was voted upon and whether delay caused by further consideration would affect the status of the application. To permit faculty members who were not present at the meeting to consider the problem, Dean Cleveland moved that the motion be tabled. Professor Sauté seconded the motion. In amending Dean Cleveland's motion, Dean Mendell asked that Dr. Smith send out in mimeograph form a condensation of the questions involved with information regarding them for a straw vote. The amended motion was carried.

Dean Mendell then explained that he had learned through the College Attorney that in order for the trustees to consider a revision of the By-Laws, the revision must be in their hands some twenty days before the meeting. So that the proposed revision could be acted upon at the February meeting of this year and not be postponed until the February meeting of 1953, Dean Mendell and Mr. Caldwell had prepared and transmitted to the trustees a memorandum and a copy of revision which the Faculty approved last fall as well as the mimeographed information to be considered at this meeting. Dean Mendell further explained that what the trustees voted upon did not have to be the revision mailed to them, but just the same subject matter, and that whatever was approved today would be sent to the trustees.

Dean Mendell also stated that according to the present by-laws, the Faculty can draw up by-laws for self-governance. The section dealing with the powers of the president limits some of these. Therefore, at the suggestion of Mr. George Johnson, the following notice was sent to the trustees:

"The authority of the President shall be limited by certain provisions of the faculty by-laws as follows: the section dealing with the membership of the faculty and the procedure of faculty meetings; the sections dealing with faculty appointments, tenure, promotions, and retirement; the section providing for faculty election of committees; the section providing for the Faculty Administrative Board; and the sections dealing with faculty salaries and financial exigencies."

Dr. Vestal was then asked to present the "Tentative Proposals for By-Laws Revision", dated January 28, 1952.

On motion of Dr. Russell, it was voted to approve the section on "Appointments".

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On motion of Professor Jones, it was voted to accept the section on "General Governance".

On motion of Dean Mendell, it was voted to adopt the section on "Powers, Duties, Rights".

Dr. Smith's motion that the section on "Probationary Period" be adopted was seconded. There followed a discussion of the change of the probationary period from three years to four years and whether it should apply to present faculty. As an amendment to Dr. Smith's motion, Dr. Stone moved that the section on "Probationary Period" apply only to new appointments made after this date. Seconded and carried.

In the section on "Determination of Tenure", Dean Mendell asked that the last sentence of the first paragraph be changed to read: "Tenure shall not be granted to any faculty member who is not approved by the majority of the voting members of the department concerned." He also asked that the following paragraph be inserted after the first paragraph of this section:

"Voting Members. All members of a department shall vote on appointments and re-appointments up to the granting of tenure. Tenure shall be recommended only by vote of those who have already achieved tenure, except that part-time and visiting faculty members who have been at Rollins for at least four (4) years shall vote on recommending tenure for a member of their department."

On motion of Professor Packham, it was voted to accept this section with the changes as read.

Professor Jones moved that the section on "Re-appointment of Part-time and Visiting Faculty Members" be adopted. Seconded. (N. B. As presented, the last sentence included in this section on the mimeographed copy was deleted: "Part-time and Visiting faculty members may not acquire tenure.") In the discussion which followed this motion, Dean Mendell pointed out that part-time would be defined in terms of the letter of appointment. The motion was carried.

Dr. Smith moved the section on "Promotion of Faculty Members" be approved. Seconded. (N. B. The first sentence of the first paragraph of this section, as it was presented, read as follows: "Promotions in rank of faculty members shall be decided by the President after consultation with the Dean of the College, and the department concerned.")

Dr. Freeman moved this motion be reconsidered and the phrase "upon recommendation of" be put back into the first sentence preceding "The department concerned." Seconded.

Professor Packham moved Dr. Freeman's motion be amended by substituting "approval" for "recommendation". Seconded.

The amended motion was accepted by vote.

Dr. Hanna, at President McKean's request, then read a statement to the trustees from the Acting President and the Acting Vice-Presidents.

President McKean reported that Mr. Calkins was pleased with the offer to use his unrestricted gift for the maintenance and operation of the radio station.

On motion of Professor Jones, the meeting adjourned at 6:17 P. M.

(Please report any corrections to the secretary.)

Dorothy I. Koehler
Secretary

ROLLINS COLLEGE
Winter Park, Florida

24 January 1952

A Report on Military Affairs of Rollins College

To Acting President Hugh F. McKean

Inasmuch as I have been charged with the direction of all military relations of Rollins College, as Assistant to the President, I am submitting herewith a report on the present status of these affairs.

1. Military Orientation Course: The new course "Orientation for the Armed Services" was introduced into the Rollins Curriculum for the Fall Term, 1951-52. An outline of the course as it was actually presented is attached. In summary, the course appeared to be much appreciated by the Military Consultants and by all active members of the Armed Services who were interviewed in regard to it. Its initial outline received the unofficial approval of representatives of the Joint Chiefs of Staff, the United States Military Academy, the United States Naval Academy, the National War College, the Naval War College, the Armed Services Staff School, the ROTC Division, Special Staff, the Executive of the Assistant Secretary of the Army, the Assistant Secretary of the Air Force, the Commandant, Marine Corps, and the Under-secretary of the Navy. Through the cooperation of Generals Brett and Brereton, two speakers were secured from the Office of the Assistant Secretary of the Air Force and the Munitions Board as well as two members of the Faculty of the Air University, Maxwell Field. In addition, the Commandant of the Marine Corps assigned an officer to deliver one of the eight public lectures. On the whole, despite a certain public apathy and the resistance of the students to military affairs, the course seems to have attained its objective. It had twenty-seven students registered for it and certainly made an impression in military and public relations as a pioneer course.

2. Resident Courses at Patrick, Sanford and Orlando Air Bases: The aim of these courses which were established last summer is to provide effective educational cooperation with the Army and Navy and the Air Force under Operation Bootstrap as well as build up good will for Rollins in those services. Operation Bootstrap provides that the Air Force pay three-quarters of tuition of military personnel in courses given to Air Force personnel and assigns officers and enlisted men to temporary duty at educational institutions if they are within six months of the completion of their work for academic degrees. Rollins College charged \$10 per semester hour for three credit hour courses. The resident courses also provide additional income for Rollins professors and are a potential source of income to absorb faculty activity if the enrollment should decline. For the present, with full enrollment at Rollins an effort has been made to appoint part-time instructors to assist in the resident courses.

(a) Patrick Air Force Base: With 2nd Lt. John T. Fauls, as Associate Director, the resident courses at Patrick Air Force Base have been of

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material value to Rollins College. During the first semester, 25 July to 19 November, there were 168 students enrolled in seven courses. Professors Saute, Shelton, Evans and Campbell drove 140 miles weekly for sixteen weeks to instruct in these courses and two part-time instructors, Louise Manley Hollenbeck and Captain Herbert A. Jordan, were added. The total income from the courses presented at Patrick Air Force Base was \$5040.00, of which Rollins College received nearly one-half, on the basis of the arrangement whereby the instructors receive fifty per cent of the fees for their services with a minimum of \$320.00 to the instructor of each course. In addition to this percentage the instructors received mileage of three cents a mile for their travel from Patrick Air Force Base. For the second term which has just started there are at present 103 students enrolled in six courses. Two additional part-time instructors, W. Roy Shelton and Robert R. Hare, both of whom are well qualified, have been appointed to conduct three of these courses. Lt. Pauls is teaching one, Mrs. Hollenbeck a second and Professor France commutes from Rollins.

(b) Sanford Naval Air Station: With Lt. C. L. Sullivan as Associate Director, two courses with a total of 34 students have been concluded at the Sanford Naval Air Station by Professors Dean and Huntley. One course will be continued since appropriations by the Sixth Naval District have been reduced. The total sum derived from these courses by Rollins College is \$1020.00.

(c) Orlando Air Force Base:

(1) Rollins College has been in contact with the Information and Education Office of the Orlando Air Force Base since last summer but because of the prior service rendered by the Orlando Junior College and the transitory nature of the personnel assigned to the Base, the negotiations have not been concluded. A survey is now being conducted by a friendly I&E Sergeant which may produce results for Rollins.

(2) Two Rollins professors have been assisted in concluding individual contracts for language courses. Professor Campbell has just completed her contract for \$450.00 for teaching a Spanish class and Madame Grand has just been awarded a \$700.00 contract to conduct an accelerated course in French for officers and non-coms in a brigade about to be assigned overseas duty. While Rollins received no direct income from these two courses, they are of material assistance to Rollins Faculty members awarded them. The courses do not carry credit.

(d) Pinecastle Air Force Base: Rollins College has also been in negotiation with the Commanding Officer of Pinecastle Air Force Base for a contract for educational work with the Information and Education Office of that base. Colonel John E. Roberts has assured us that Rollins will have every consideration and there will be some 4000 officers and men eager for an education when Pinecastle is fully activated.

3. Air Force Reserve Training Program: Rollins is presently concluding a contact with Fourteenth Air Force, Macon, Georgia, for the instruction

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of the Air Force Reserve in Central Florida. The first course in Personnel Management began 14 January, with a registration of 75 officers from Central Florida and meeting on the Rollins Campus. The contract will provide Rollins College with an income of 60¢ per hour for the 60 hour course, which meets twenty-four weeks. At fees, therefore, of \$36.00 per man, this course will bring a total of \$2700.00 into the Rollins coffers, half of which will be paid to Lt. Col. Gardner Sharpe, a prominent Reserve officer who was instrumental in assisting the College in obtaining the contract and is a member of the Economics Department. Rollins is the third college in the South to negotiate such a contract with the Fourteenth Air Force and it is highly probable that a number of other courses will be inaugurated.

4. WAF Recruiting Program: In the latter part of December 1951, two WAF recruiting officers, Lt. Col. T. E. Whitson and Major Ruth Blind, visited the Rollins campus to request assistance in the recruiting of Rollins alumnae for direct appointment as officers in the WAF Reserve and of seniors to Officer Candidate courses. They were supplied with a list of Rollins alumnae since 1946 who were regarded as eligible. These officers also suggested that plans were under consideration for the establishment of WAF ROTC units. Every effort will be made to encourage their consideration of Rollins for such a unit because each 100 woman unit would bring the equivalent of a \$500,000 scholarship endowment to Rollins.

5. Naval Air Reserve Training Program: Captain E. B. Noble, Commanding Officer of United States Naval Air Reserve in Jacksonville, has written that he is planning to send his Procurement Officer to the Rollins campus to recruit Rollins Seniors for the Naval Air Force. He has been offered every encouragement in this project.

6. United States Marine Corps Program: Captain Donnell, of the Marine Corps Recruiting Service at Atlanta, has visited the Rollins Campus twice to recruit Rollins students for the Marine Corps Platoon Leaders Course. This is the equivalent of the ROTC for the Marine Corps and offers deferment to students who enlist for the summer training until they complete their careers at Rollins. Upon graduation they receive their commissions in the Marine Corps. In his first visit, Captain Donnell contacted several Rollins students who are already in this program and on his visit, January 24-25, he interviewed other students for enlistment in the program.

7. Status of the ROTC Applications: Despite his report to the contrary, Ex-President Wagner applied for ROTC in only one branch of the service, the Army, on 25 September 1950, five days before the deadline. He had turned down an earlier recommendation by the Florida Military District for the establishment of an ROTC unit at Rollins. This application is still active. An application was submitted in June 1951 for a Naval ROTC unit. No application has been submitted to the Air Force but Rollins College has been assured by Assistant Secretary of the Air Force, Eugene M. Zuckert, that we will be notified in sufficient time to submit such an application if appropriations become available for the expansion

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of the Air Force Program. Every effort has been made to stimulate interest in the Rollins College ROTC program. Lt. Colonel Brodie, who has a daughter in Rollins, is in the ROTC Section of the Adjutant General's Office, and the ROTC Division, Special Staff, United States Army, have been continuously contacted to make them aware of the military activities of Rollins College. It is impossible to predict the outcome of these applications. They depend upon appropriations and the international situation, but the Armed Services are aware of Rollins' existence. One 50-man unit would bring the equivalent of \$250,000 in scholarship endowment to the College.

* Rosalie Brodie, '43

8. The 479th SIRA Unit: Rollins College has one affiliated unit in the Organized Reserve Program. President Holt signed an agreement for the establishment of the unit on 8 March 1949 with the Assistant Chief of Staff, G-2. On 1 November 1950, the 479th Strategic Intelligence Research and Analysis Unit was activated at Rollins as one of the forty-odd units in the United States which are affiliated with G-2. These units contain only six assigned officers and enlisted men and have as their object the training of intelligence officers and the performance of research for the War Department. The 479th SIRA Unit went to the Pentagon for two weeks active duty training in June and submitted a completed project which was instrumental in determining American foreign policy.

9. Rollins Students and the Draft: Rollins College is confronted with the increasing probability that more students will be called to active duty in the Reserve and by the draft in 1952. A Selective Service Deferment test was given on 13 December 1951 in cooperation with the Educational Testing Service of Princeton, New Jersey, to three students. It is probable that more will take the second test to be given on 24 April 1952. Students can be deferred either because of their standing in the upper part of their class or if they make a grade of "70" on this test. A number of students have been deferred by both the Reserve and the draft boards, but the future depends on the course of the "cold war" with the Communists.

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10. Summary of Financial Return from Military Programs to Rollins College:

Sanford Naval Air Station:

2 courses, 1st semester:

Gross Income:	\$1020.00	
Percentage to Instructors:	320.00	
Net to Rollins College	<u>700.00</u>	\$ 700.00

1 course, 2nd semester:

Potential Income	450.00	
Percentage to instructor:	000.00	
Net to Rollins College	<u>450.00</u>	450.00

Patrick Air Force Base:

7 courses, 1st semester:

Gross Income:	5040.00	
Percentage to instructors:	3000.00	
Net to Rollins College	<u>2040.00</u>	2040.00

6 courses, 2nd semester:

Potential Income	3000.00	
Percentage to instructors:	1600.00	
Net to Rollins College:	<u>1400.00</u>	1400.00

Orlando Air Force Base:

2 courses

Completed (one):	450.00	
In progress (one):	700.00	
Total Income	<u>1150.00</u>	
Percentage to Instructors:	1150.00	0000.00

Air Force Reserve Program:

1 course of 75 students:

Gross Income (no credit given)	2700.00	
Percentage to instructors	1350.00	
Net to Rollins College	<u>1350.00</u>	<u>1350.00</u>

Total Gross Income	13,360.00	
Percentage to Instructors	<u>7,420.00</u>	
Net to Rollins College:	\$ 5,940.00	\$ 5940.00

Rhea Marsh Smith

Rhea Marsh Smith
Assistant to the President

CONFIDENTIAL - KEEP WITHIN THE FACULTY

January 28, 1952

Tentative Proposals for By-Laws RevisionF A C U L T YAPPOINTMENTS, POWERS, DUTIES AND RIGHTSI
Appointments

New appointments and re-appointments to the teaching faculty shall be made only after the candidate has been approved by a majority vote of the department concerned, subject to final confirmation by the Board of Trustees upon recommendation of the President. During vacation periods when the faculty is dispersed, or in cases affecting departments with fewer than three members, the President shall appoint an ad hoc committee to determine the qualifications of a candidate and make recommendations concerning appointment. This committee shall include as many members of the candidate's department, or in the case of a small department, of his division, as can be consulted, and shall act as the department for this purpose.

II
General Governance

The faculty may adopt for its own government such principles and by-laws as shall seem desirable to promote efficiency and facilitate its work; provided, however, that all such by-laws and principles shall be subject to the rules and regulations and requirements set forth by the Board of Trustees or from time to time changed by such Board; and provided, further, that such by-laws and principles set forth by the faculty shall not be in violation of the constitution or by-laws of this corporation or of any law of the State of Florida. The records of the faculty and its meetings shall always be open for the inspection of any Trustee, and all of its acts shall be subject to the approval or revision of the Board.

III
Powers, Duties, Rights

The faculty shall be mindful at all times of its responsibility to further the cause of sound learning at the College.

1. Under the authority vested in it by the Board of Trustees, the faculty shall be charged with the proper functioning of sound academic procedure within the College as a whole.

(a) It shall prescribe the qualifications for admission of students to the College.

(b) It shall be responsible for devising and administering a curriculum of studies.

(c) It shall establish suitable requirements for the pursuit of these studies.

(d) It shall prescribe the attainments requisite for graduation, and shall nominate and recommend to the Board of Trustees candidates for all degrees in course, and for all other diplomas to be issued on the satisfactory completion

Continuation of Tentative Proposals
for By-Laws Revision. Powers, Duties, Rights

Jan. 28, 1952
(Confidential)

of courses of study. These diplomas shall be signed by the President, the Dean of the College, and the Secretary of the Board of Trustees.

2. The faculty shall be responsible for the maintenance of good order and discipline within the student body and shall promote the welfare of those under instruction.

3. The faculty shall fix the college calendar, except that commencement day or the day of conferring degrees shall be the last Thursday in May or the first Thursday in June, which date of commencement may be changed from time to time by the Executive Committee of the Board of Trustees upon recommendation of the faculty.

4. The faculty shall elect such committees as it deems necessary to provide for the proper functioning of the College.

5. The faculty shall have the power to study and recommend revisions of the salary scale for faculty and staff and to study and make recommendations concerning any salary scale established or proposed by the administration and trustees.

6. The faculty shall have the right to devise and recommend to the Trustees a system of promotions in rank.

7. The faculty shall be consulted in times of exigency involving the possible freezing or lowering of salaries and dismissal of faculty on tenure. The determination of what could or should be done in this connection shall be regarded as the joint responsibility of the members of the Board of Trustees, the administrative officers and the members of the teaching faculty of the College, all of whom are associates in a joint enterprise for the common good.

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CONFIDENTIAL - KEEP WITHIN THE FACULTY

January 28, 1952

Tentative Proposals for By-Laws Revision

F A C U L T Y

ACADEMIC FREEDOM AND TENURE

Rollins College subscribes to the principles of tenure outlined in the 1940 Statement of the American Association of University Professors.

At Rollins College these principles shall be carried out in the following manner:

1. Probationary Period

(a) The probationary period for persons appointed to full-time teaching at Rollins College (except as in 1-b) shall be four (4) years. Original appointments to the Rollins College faculty shall be made upon an annual basis until the probationary period is completed and permanent tenure is granted. It is the express understanding that notice is given thereby that the person will not return unless notified of re-appointment by March 1st during his first, second, and third years, and during the fall term of his fourth year. After a person has served at Rollins on four continuous one-year appointments, if he is appointed for a fifth year he shall be on permanent tenure. He cannot be placed on tenure before.

(b) The probationary period for a person who has had at least four years full-time teaching experience at other institutions on the college level shall be three (3) years. All provisions of 1-a shall apply except that notice of determination of permanent appointment shall be given in the fall term of the third year.

(c) Exceptions to these rules may be made only by action of the Board of Trustees.

2. Determination of Tenure

(a) During each of a faculty member's probationary years at the College the President, after consultation with, and upon recommendation of, the department concerned, shall decide whether or not the faculty member shall be re-appointed and shall so notify him as provided in 1-a or 1-b above. If the department contains fewer than three (3) members, the President shall appoint an ad hoc committee consisting of the other member of the department concerned and such other members of the division as he sees fit. For this purpose this ad hoc committee shall act as the department. Tenure shall not be granted to any faculty member who is not approved by the majority of the department concerned.

If the faculty member is dissatisfied with the decision made by the President upon the recommendation of the department or the ad hoc committee, the faculty member may present his case to the Faculty Review Committee which shall investigate the matter thoroughly and make a recommendation to the President.

(continued on next page)

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Continuation of Tentative Proposals
for By-Laws Revision. Academic Freedom & Tenure

Jan. 28, 1952
(Confidential)

The decision of the President, based upon the recommendations of the Review Committee and the department or the ad hoc committee, shall be placed before the Board of Trustees for final decision.

(14)
Re-appointment of Part-time and Visiting Faculty Members

Though such faculty members shall not acquire tenure, the President and Trustees shall proceed on the expectation of continuing the services of those who have successfully taught essential courses at Rollins. A letter of intent to re-engage shall be sent each year to such persons during the first half of the first term in which they begin their work.

Part-time and Visiting faculty members in their first period of teaching at Rollins whom the College hopes to re-engage shall be sent such a letter as soon as practicable after their term of service has been completed.

Provided, however, that if at any time after such a letter of intent has been received by a faculty member in either of the two categories above the College finds that it is unable to re-engage him, the President shall send him notification to this effect as soon as possible.

~~Part-time and Visiting faculty members may not acquire tenure.~~

the Board of the College after
Promotion of Faculty Members

put back by Hickman's motion
Promotions in rank of faculty members shall be decided by the President ~~in consultation with, and upon recommendation of,~~ the department concerned. If the department contains fewer than three (3) members, the President shall appoint an ad hoc committee consisting of the other member of the department concerned, and such other members of the division as he sees fit. For this purpose this ad hoc committee shall act as the department.

All promotions are subject to confirmation by the Board of Trustees.

If the faculty member is dissatisfied with the decision made by the President upon the recommendation of the department or the ad hoc committee, the faculty member may present his case to the Faculty Review Committee which shall investigate the matter thoroughly and make a recommendation to the President.

The decision of the President, based upon the recommendations of the Review Committee and the department or the ad hoc committee, shall be placed before the Board of Trustees for final decision.

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INSERTS to be presented at Special Faculty Meeting today
by Dr. Vestal -

For 3d sheet of Jan. 28 1952 mimeographed Tentative Proposals
for By-Laws Revision

FACULTY
ACADEMIC FREEDOM AND TENURE

2. Determination of Tenure - make (a)

Insert in last sentence, to read:

"Tenure shall not be granted to any faculty member who
is not approved by the majority of the VOTING MEMBERS OF THE
department concerned."

add (b)/ Voting Members. All members of a department
shall vote on appointments and re-appointments up to the granting
of tenure. Tenure shall be recommended only by vote of those who
have already achieved tenure, except that part-time and visiting
faculty members who have been at Rollins for at least four (4)
years shall vote on recommending tenure for a member of their de-
partment.